



JOLIET JUNIOR COLLEGE
—1901—

**2016 Personal Assessment of the College Environment
(PACE)**

Executive Summary



EXECUTIVE SUMMARY

In February 2016, the Personal Assessment of the College Environment (PACE) survey was administered to 1,317 employees at Joliet Junior College (JJC). Of those 1,317 employees, 389 (29.5%) completed and returned the instrument for analysis.

Employees completed a 46-item PACE instrument organized into four climate factors as follows: Institutional Structure, Student Focus, Supervisory Relationships, and Teamwork. They also completed a Customized section designed specifically for Joliet Junior College. Respondents were asked to rate the four factors on a five-point Likert-type scale ranging from a low of "1" to a high of "5." The PACE instrument administered at JJC included 58 total items.

At JJC, the overall results from the PACE instrument indicate a moderately healthy campus climate, yielding an overall 3.606 mean score. Faculty rated the climate the highest (3.716), followed by Clerical (3.613), Professional (3.528), Support (3.501), and Administrator (3.454).

Of the 46 standard PACE questions, the top mean scores have been identified at Joliet Junior College.

- The extent to which I feel my job is relevant to this institution's mission, 4.383 (#8)
- The extent to which my supervisor expresses confidence in my work, 4.192 (#2)
- The extent to which this institution prepares students for further learning, 4.120 (#37)
- The extent to which this institution prepares students for a career, 4.091 (#35)
- The extent to which students receive an excellent education at this institution, 4.089 (#31)
- The extent to which student ethnic and cultural diversity are important at this institution, 4.048 (#18)
- The extent to which my supervisor is open to the ideas, opinions, and beliefs of everyone, 4.031 (#9)
- The extent to which I am given the opportunity to be creative in my work, 3.953 (#39)
- The extent to which there is a spirit of cooperation within my work team, 3.939 (#3)
- The extent to which students are assisted with their personal development, 3.922 (#40)



Of the 46 standard PACE questions, the bottom mean scores have been identified as areas in need of improvement at Joliet Junior College.

- The extent to which information is shared within the institution, 2.714 (#10)
- The extent to which I am able to appropriately influence the direction of this institution, 2.804 (#15)
- The extent to which decisions are made at the appropriate level at this institution, 2.825 (#4)
- The extent to which this institution is appropriately organized, 2.858 (#32)
- The extent to which open and ethical communication is practiced at this institution, 2.866 (#16)
- The extent to which a spirit of cooperation exists at this institution, 2.970 (#25)
- The extent to which I have the opportunity for advancement within this institution, 2.997 (#38)
- The extent to which institutional teams use problem-solving techniques, 3.118 (#11)
- The extent to which this institution has been successful in positively motivating my performance, 3.127 (#22)
- The extent to which my work is guided by clearly defined administrative processes, 3.188 (#44)

Respondents were also given an opportunity to provide comments about the most favorable aspects and the least favorable aspects of JJC. The responses provide insight and anecdotal evidence that support the survey questions.

The most favorable areas cited in the open-ended questions pertain to the focus on students and quality of education students receive at the institution. The least favorable aspects cited in the open-ended responses are consistent with the survey mean scores in that they reinforce a desire to call attention to issues regarding Institutional Structure, specifically communication between administration, faculty, and staff. Additionally, the college's relationship with the Board of Trustees is a concern among faculty and staff.